

2022 ANNUAL REPORT

Plan 6 Stipulations

Annual Legislative Requirements and Plan 6 Stipulations

As part of the Revised 2022-2025 Energy Efficiency & Demand Response Plan 6 Stipulation Agreement (“RSA”), and in compliance with the Clean Energy Jobs Act (“CEJA”), ComEd provides the following annual updates:

CEJA § 8-103B.g.10 Utilities shall report annually to the Illinois Commerce Commission and the General Assembly with data on vendor and employee diversity to illustrate how hiring, contracting, and job training in energy efficiency programs enhance the diversity of vendors.

2022 Updates

The ComEd Energy Efficiency Program relies on implementation contractors and service providers to help raise awareness of the program; identify and implement energy efficiency improvements; and deliver incentives, discounts, and rebates. ComEd has a series of efforts underway to help enhance the diversity of vendors working on its Energy Efficiency Program:

I. Implementation Contractor Diversity

In 2022, ComEd utilized 17 diverse prime contractors (Tier 1), along with 83 diverse sub-contractors and service providers (Tier 2). The following tables show a breakdown of vendor diversity by diverse category:

Diverse Category	# of Vendors	
	Tier 1	Tier 2
MBE	5	36
WBE	12	42
VOSB	0	5
TOTAL	17	83

Data Definitions

- **Tier 1 vendors:** Prime diverse vendor
- **Tier 2 vendors:** Prime non-diverse vendor, subcontracting to a diverse vendor
- **Minority-owned Business Enterprise (MBE):** A for-profit enterprise, regardless of size, physically located in the United States, which is 51% owned, operated, and controlled by minority group members, defined by the following:
 - **Asian-Indian-owned business enterprise:** A U.S. citizen whose origins are from India, Pakistan, or Bangladesh
 - **Asian-Pacific-owned business enterprise:** A U.S. citizen whose origins are from Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Thailand, Samoa, Guam, the U.S. Trust Territories of the Pacific, or the Northern Marianas
 - **African-American-owned business enterprise:** A U.S. citizen having origins in any of the Black racial groups of Africa
 - **Hispanic-owned business enterprise:** A U.S. citizen of Hispanic heritage, from any of the Spanish-speaking areas of the following regions: Mexico, Central America, South America, or the Caribbean Basin
 - **Native-American-owned business enterprise:** A person who is an American Indian, Eskimo, Aleut, or Native Hawaiian, and is regarded as such by the community of which the person claims to be a part

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- **Woman-owned Business Enterprise (WBE):** An independent business concern that is at least 51% owned and controlled by one or more women who are U.S. citizens or Legal Resident Aliens; whose business formation and principal place of business are in the U.S. or its territories; and whose management and daily operation is controlled by one or more of the women owners
- **Veteran-owned Small Business (VOSB):** A business that is at least 51% owned, operated, and controlled by one or more veterans

II. Implementation Contractor Employee Diversity

ComEd is currently collecting information from its implementation contractors regarding current state of diversity of their workforce and actions taken to promote Diversity, Equity, and Inclusion (DE&I) in their organization. Information being collected includes:

- (i) Whether the implementation contractor has a DE&I plan for their organization
- (ii) Data on the diversity/ethnicity of the implementation contractor's workforce supporting the ComEd Energy Efficiency Program

The information will be self-reported by implementation contractors and aggregated to provide statistics on their employees across the following:

<u>Category</u>
People of Color, Female
People of Color, Male
White, Female
White, Male
Undisclosed

Because this data was not available for the Annual Report, ComEd intends to file the data it collects in 2023 as part of its 2023 Q4 Energy Efficiency report, in addition to next year's 2023 Annual Energy Efficiency report.

III. Workforce Equity and Quality Jobs

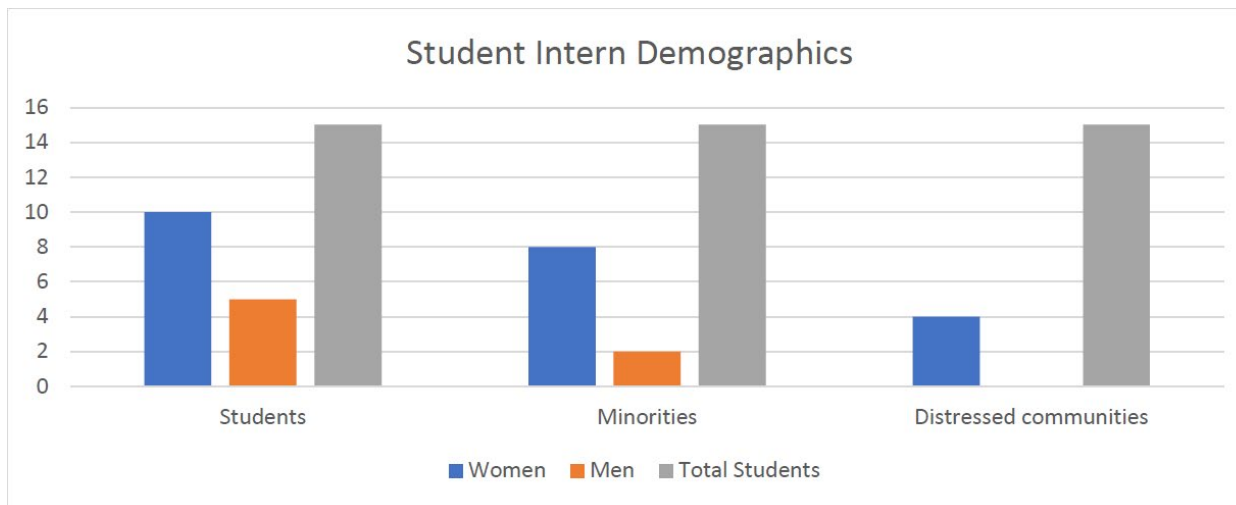
In addition, the ComEd Energy Efficiency program promotes workforce equity and quality jobs through additional efforts, including but not limited to the following:

- **Energy Efficiency Service Provider (EESP) Incubator:** Launched in 2020, the EESP Incubator is delivered in collaboration with a women-owned implementation contractor. The EESP Incubator is designed to educate and train service providers (which includes contractors, distributors, and engineers), many located within our underserved communities, on ComEd's Energy Efficiency Program. Participating businesses are educated on how to best represent the ComEd Energy Efficiency Program to customers and complete energy efficiency projects by leveraging existing workforce development frameworks, community-based agency partnerships, and support from ComEd's Energy Efficiency Program prime implementation contractors. From its inception through 2022, 99 members have completed Incubator program, and 54 have been accepted into the ComEd EESP Network. Training for the current cohort occurred during the first half of 2023.

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- **Market Development Initiative (MDI):** The aim of the MDI is to increase ComEd Energy Efficiency contracting opportunities for diverse business enterprises and community-based organizations (CBOs) and improve the diversity and inclusiveness of the ComEd Energy Efficiency supplier workforce. In 2022, research vendor Griffin & Strong (along with subcontractor Emerald Cities Collaborative) helped finalize an assessment plan, completed interviews with internal and external stakeholders, and produced a series of recommendations. In parallel, implementation contractor Walker-Miller was selected to assist with drafting a go-to-market strategy for the overall program.
- **Strategic Energy Management (SEM) Student Intern Advisors:** Launched in 2021, this program was established to engage and make students aware of career paths in energy efficiency, understand the relevance of energy management across industries and job functions, and learn transferable work skills. The program engaged ComEd's broader workforce development programming, and aims to reach diverse students from distressed communities, and makes diversity, equity, and inclusion a central component of recruiting and participation. Recruitment into the program includes student groups from distressed communities, students from our participating SEM customers, and local colleges and universities. The program seeks to attract students with diverse educational focuses, and young adults 18 to 24 years old who are not seeking a higher education degree. In 2022, the program provided part-time, paid positions to 15 students (see *Chart 1* for demographic breakdown).
 - 62.5% women
 - 69% minorities
 - 33% represent distressed communities

Chart 1



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RSA § V (D-1c) Measure Data/Comprehensiveness of Treatment – ComEd commits to providing the following in its ICC-filed Annual Reports:

- % of buildings that received different types of EE services:
 - Whole building assessments
 - Only DI measures
 - In-unit
 - One (1) or more major measures listed by type (e.g., building envelope measures – air sealing and insulation, HVAC equipment, and water heating equipment).

2022 Updates

The following table provides a breakdown of participation in services provided by the Multi-Family Assessment program. In 2022, the program served 3,395 buildings.

	Quantity	%*	Additional Commentary
Buildings that received a whole building assessment	893	26%	Multi-Family Assessments completed in 2022
Buildings that received <i>only</i> DI measures (no additional measures)	515	15%	
Buildings that received in-unit (tenant) upgrades	1,281	38%	
Buildings that received one or more:			
Air Sealing	589	17%	
Insulation	892	26%	
Water Heating Equipment	447	13%	Includes water heaters, boilers, domestic hot water pumps, boiler tune ups, steam traps and a custom bathroom aerator.
Refrigerator replacements	24	1%	
Capital HVAC	439	13%	

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RSA § V (D-2) Equity-Affordability Reporting Metrics

- a) ComEd commits to report on the following in its ICC-filed Annual Reports:
 - o Program participation, by zip code, with average income information

2022 Updates

The provided attachment “*Equity Affordability Metrics - EE Program Participation and Avg Income by Zip Code*” contains a list of all zip codes with customer participation in EE programs with average income information for each zip code.